

1 July 2003

CEHR-E

MEMORANDUM FOR COMMANDERS, MAJOR SUBORDINATE COMMANDS AND DISTRICTS, ATTN: CHIEFS OF OPERATIONS AND HUMAN RESOURCES OFFICES

SUBJECT: Revised Ladder Diagram Benchmarks for Towboats, Tugs, Tenders, Derrickboats, and Survey Boats

1. References:

a. Memorandum, ENGPV 248, 27 July 1953, subject: Application of the Wage Board Supervisory Pay Plan in the Corps of Engineers

b. Memorandum, CEPE-CP, 30 July 1987, subject: First Installment of the Revised Floating Plant Ladder Diagram

c. OPM, FWS Appropriated Fund Operating Manual, Appendix V, Listing of Agency Special Wage Schedules and Rates, Paragraph B, U.S. Army Corps of Engineer Floating Plant and Hopper Dredge Schedules, 1996

d. Department of the Army Manual of Evaluation Standards (DAMES), August 1948, 1949, and 1951; April 1949; December 1961

2. The Corps of Engineers Floating Plant Ladder Diagram (LD) was developed and first published in 1953 when the Army Wage Board Supervisory Rate Schedule was established (reference a). This schedule resulted in pay rates for floating plant which were considerably below the prevailing rates paid by the maritime industry. Corps Floating Plant positions were therefore graded by a ranking method consistent with maritime practices. The resultant LD reflects the relative ranking considering grade and pay relationships. The LD covers supervisory and/or licensed marine positions. Nonsupervisory, non-licensed positions such as deckhands and oilers are evaluated by the DAMES (reference d). Benchmark job descriptions which illustrate the duties of typical marine positions in the Corps at each grade level were also prepared. The benchmarks for the hopper dredge (Schedule A) and pipeline dredge (Schedule B) positions were updated in 1987 (reference b). The benchmarks for towboats, tugs, tenders, derrickboats, and survey boats (Schedule C) have remained essentially unchanged since 1953. Floating plant positions remain "set aside" from the regular Federal Wage System and are graded by the use of the LD and DAMES.

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3. Enclosed for application are the revised benchmarks for the last installment of the revised LD (Schedule C) along with a table listing the benchmarks by deck, engine and steward departments. These benchmarks are not intended to cover every type of vessel, but rather reflect typical LD positions in the Corps. We are not authorized to establish new positions, but can only update the original benchmarks. They have been revised to reflect current vessel characteristics, working conditions and licensing requirements. The job descriptions are written in the format used by other Federal Wage System positions and address these four factors in addition to Major Duties: Skill and Knowledge; Responsibility; Working Conditions; and Physical Effort.

4. Points of contact concerning use of the ladder diagram are Alex Major, CEHR-E, 202-761-0331 or Tom Verna, CECW-OD, 202-761-4668

FOR THE COMMANDER:

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as

/S/ Joseph A. Levy for
SUSAN DUNCAN
Director of Human Resources